The COMPASS

AMERICAN · ASSOCIATION · OF · SOCIAL · WORKERS
130 E · 22d · St · New York City

DECEMBER, 1933 VOLUME XV, NUMBER 4

Public Welfare Post for Rose McHugh

Rose McHugh has been appointed Assistant Commissioner of Social Welfare in New York State. Last month *The Compass* reported that Miss McHugh had passed the examination for this position with the highest rating, and members of the Association who know Miss McHugh's qualifications for this post will be glad to know of her appointment by the Commissioner, David C. Adie.

The New Member

All of the chapters have many new members and several chapters are giving particular thought as to the best way of drawing these new members into interested and active participation. The Northern California Chapter has a Committee on Hospitality, one of whose functions is to welcome and introduce new members at chapter meetings. The Philadelphia Chapter has prepared a printed leaflet for new members stating the purpose of the chapter and giving information about its officers, committees and meetings. The chapter was organized in 1923 when it formally stated its purpose as follows: "to promote such cooperation among professional social workers as may enable them effectively to fulfill their function of service to society, through systematic study of their problems, persistent consideration of their responsibilities, and constant maintenance of high standards of workmanship."

"Through the intervening decade," the leaflet continues, "every sort of problem of concern to social workers has been under discussion. Last year the monthly meetings were devoted to the general question of the responsibility of public and private agencies for families in need; the philosophy and method at present existing in Germany and England; some special phases of relief in America; a comprehensive plan for the future; the immediate legislative program in Pennsylvania; the essential differences and similarities in the philosophy of giving relief from public and from private funds; and social work and public life."

News from Tulane

A new informal publication has reached the office—the *News Bulletin* of the Tulane University School of Social Work, Volume I, No. 1. The *Bulletin* contains the important announcement that Elizabeth Wisner was made Director of the School in September, 1933. It also carries interesting news items about what alumni are doing, notes about the library, the faculty and student enrolment. A sign of the times is to be found in the fact that 16 of the 31 alumni who reported on their present positions are employed by emergency relief organizations in Alabama, California, Georgia, Louisiana, Mississippi and Pennsylvania.

The *Bulletin* also devotes half a page to a statement urging the alumni to become members of the American Association of Social Workers. To quote the *Bulletin:* "This is the most important professional organization we have, for membership in this organization not only gives us professional status, but also enables us to take part through our local chapter in the many activities in which professional workers are engaged."

Court Social Work

Active interest in personnel standards for various courts is developing in a number of chapters. Last month *The Compass* announced that the Pittsburgh Chapter had appointed a committee to recommend desirable personnel standards for the newly created Juvenile Court. Announcement of a similar project has just come from the Milwaukee Chapter, which has appointed a committee to study the standards which the chapter would like to recommend for the proposed Court of Domestic Relations.

Group Work Study

"The Place of Group Work in Social Work" will be discussed by one of the study groups of the New York Chapter this year. Miss Margaret Byington has agreed to serve as chairman and all the agencies in the group work field have been advised of the formation of the study group. Considerable interest has been expressed in the possibility of discussing common problems through the medium of this group.

New York City's Public Welfare Commissioner

On January 1st, William Hodson, who has been the Executive Director of the Welfare Council of New York City since it was organized eight years ago, resigned this post to become Commissioner of Public Welfare of New York City. Mr. Hodson's appointment was made under the city's new mayor, Fiorello H. LaGuardia, elected on the Fusion ticket.

Mr. Hodson has already announced officially to all members of his staff that he will request in January "a substantial increase" of funds for home relief and that "politics and political considerations will play no part in the administration." He has declared himself in favor of an amendment to the state laws to permit cash relief and has stated: "I have no illusions about the relief business because I know it's bad, and I am aware that nothing I can do will make the system satisfactory, because relief isn't satisfactory when people want jobs. However, I'll do my best to make it efficient and I want everyone to be conscious of the same objectives. Such changes cannot be accomplished overnight, but if the public will be patient with us we will make the department the kind of organization they want it to be."

Mr. Hodson is a past president of the American Association of Social Workers and the Association owes much to his able leadership during one of the most difficult periods of its history and to his continuous service to the Association in various capacities since that time. The position which he has achieved in social work was recognized by the membership of the National Conference of Social Work, which elected him president for the current year.

Mr. Hodson is a past president of the American social work. A native of Minnesota, he graduated from its State University and subsequently from Harvard Law School. While in Law School he was associated with the Harvard Legal Aid Society and later became chief counsel for the Legal Aid Bureau in Minneapolis.

He was appointed by the Governor as Executive of the Child Welfare Commission of Minnesota with responsibility to revise and codify the state laws relating to children, and then became Director of the new Children's Bureau of the State Board of Control. He came to New York in 1922 to join the staff of the Russell Sage Foundation and became Executive Director of the Welfare Council of New York City when it was created in 1925.

Glancing Back

In May, 1924, *The Compass* announced to the membership that the American Association of Social Workers had "won the first prize in the Better Times Contest for submitting the best plan for the coordination of welfare activities in New York City." This plan was adopted and is the basis of the present New York City Welfare Council organization of which William Hodson has been the director.

The same issue of *The Compass* pointed out with some further pride that the second and third prizes had been won by Rowland Haynes and Mr. and Mrs. Arthur Dunham, also members of the Association.

The Association's plan was drawn up by its appointed committee which met together weekly for three months. The members of the committee evolved a practical program for coordinating the existing and future welfare activities for the five boroughs of the city, with their various community affiliations and their overlapping activities. They proposed six large functional divisions to include and represent the various types of agencies in the five boroughs. It was further proposed that the judges of the Better Times Contest "make the initial move toward the organization of the Council, by becoming the nucleus of the Organization Committee."

The members of the Association's committee were: J. Byron Deacon, Joanna Colcord, Dr. Michael Davis, John C. Gebhart, Edward Hochhauser, Jane Hoey, Clarence King, Dr. Lewinski-Corwin, Solomon Lowenstein, Hilda Mills, Arthur Towne and Kenneth Widdemer. Harry Hopkins and Philip Klein were ex-officio members of the committee in their respective capacities as President and Executive Secretary of the Association. This group, all of whom represented health and social agencies which would be included in a coordination scheme, evolved their plan around the concept that the agencies must first pool problems and solutions, permitting the pooling of budget and financial questions to come about naturally. The committee contributed the $1,000 prize to furthering the operation of the plan.

Civil Service Examinations

UNITED STATES

For application forms address:
United States Civil Service Commission, Washington, D. C., or Secretary, United States Civil Service Board of Examiners, any post office or custom house in any city.

Filing Date—January 22, 1934

CHIEF STATISTICIAN, Bureau of Labor Statistics, Washington, D. C. Salary: $5,600 less 15 per cent economy deduction and 3½ per cent retirement deduction. Duties: To plan and have charge of major statistical and economic investigations; to make special technical surveys as required by Secretary of Labor, Congress, etc., and to act as consultant to governme-

bureaus or private organizations. Requirements: Education and experience of such length and quality, and such personal qualifications, as to demonstrate clearly their ability to perform the duties of the position.

Social Work Fellowships

Information about fellowships and scholarships available for professional study in social work for the year 1934-35 will be published in the January *Compass*. The two following notices are included in this issue because of the early closing date for filing applications:

National Urban League, 1133 Broadway, New York City.

FELLOWSHIPS 1934-35

Three fellowships of $1,000 each are offered by the National Urban League to colored students for study in a school of social work. Applicants must be graduates of or candidates for graduation from accredited colleges.

Applications must be filed before January 15th, 1934, on forms furnished by the National Urban League, 1133 Broadway, New York City.

Wisconsin, University of, Madison, Wisc. Department of Sociology and Anthropology.

FELLOWSHIPS AND SCHOLARSHIPS 1934-35

There are two fellowships of $600 a year and one scholarship of $250 a year available for the graduate sociology students, which also carry free tuition to holders. For undergraduates and graduates there are a number of legislative scholarships which provide for free tuition for out-of-state students.

Application for any of these should be in by February 1st, 1934.

Worcester Studies the Social Worker

FACTS about the salaries, training and experience of social workers are accumulating. The Worcester Chapter of the American Association of Social Workers has recently completed a study of workers in the private social agencies of Worcester, undertaken with the objective of showing how the level of social work salaries in that community compares with the level in other communities and in other professions involving similar qualifications and responsibilities.

Although the Worcester study does not include a large number of workers (112 in 19 agencies, of whom 51 are district nurses), it doubtless gives a representative picture of the general run of social work salaries in that city.

On the whole, the salary scale in Worcester is below that in social agencies in other communities and considerably below the salary scale for public school teachers in Worcester. The maximum salaries for executives in Worcester is $4,500 for men and $3,500 for women, and the median for executives is $2,400 for men and $2,300 for women. In Boston the maximum for men in executive positions is $10,000 and for women $4,600; the median in Boston is $5,000 for men and $2,500 for women. The Russell Sage Foundation study of 255 family agencies throughout the country showed a maximum salary for executives of $6,000 and a median of $3,300.

For staff workers the median salary in Worcester and Boston is more nearly the same ($1,500 in Worcester and $1,600 in Boston). However, the maximum paid to staff workers in Boston reaches a higher level ($2,300 for women in Boston as compared with $1,800 for women in Worcester). In the Russell Sage Foundation study the median is somewhat lower than Worcester and Boston ($1,380) and the maximum is lower than Boston, but higher than Worcester ($2,100). Public health nurses in cities of similar size also reach a higher maximum salary ($1,920), though their median salary is the same ($1,500).

Compared with the school teachers of Worcester the social workers are decidedly underpaid. A woman high school teacher starts at a minimum of $1,500, while the staff social worker starts at $1,000; the median for high school teachers is $2,475 (for staff social workers $1,500); the maximum for high school teachers is $2,750 (for staff social workers $1,800).

Though the scale for elementary school teachers is somewhat lower, nevertheless it is considerably higher than that for staff social workers (minimum $1,200, median $2,000, maximum $2,750). The scale for men high school and elementary teachers is even higher.

When the training of Worcester social workers is analyzed and correlated with other factors, such as salary, positions held, length of experience, etc., no very definite conclusions can be drawn because of the small number in each subdivision. Of the total number of 112 social workers and district nurses, 28 were either college graduates or had had school of social work training, or both. The salaries of the 20 of the 28 or 71 per cent were under $2,400 a year. The remaining 84 had had part of a college course or less, and of these 76 or 90 per cent were receiving salaries of less than $2,400. The district nurses

(Continued on page 4)

THE COMPASS
Published monthly except August by
AMERICAN ASSOCIATION OF SOCIAL WORKERS
130 EAST 22ND STREET NEW YORK, N. Y.

Officers

Stanley P. Davies, *Pres.* Dorothy E. Wysor, *3rd V-Pres.*
Katharine Lenroot, *1st V-Pres.* Elizabeth H. Dexter, *Sec.*
Porter R. Lee, *2nd V-Pres.* Leroy A. Ramsdell, *Treas.*

Walter West, *Executive Secretary*
Florence Taylor, *Assistant Executive Secretary*

Entered as second-class matter at the post office in New York, N. Y., under the Act of August 24, 1912

Acceptance for mailing at the special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized June 28, 1924.

Subscription: Non-Members $1.00 per annum. Members including membership fee $3.00 and over.

increase the number in this latter group, as most of them had nurses' training rather than college work and hence were listed with the non-college group. There were 53 workers who reported high school graduation and nurses' training, and 52 of these received less than $2,400 a year.

The influence of training on type of position held is also difficult to determine because of the small number of workers involved. Omitting the district nurses, about half the executives are college graduates or have a combination of college and school of social work training, about one-third of the sub-executives have this background and about half of the staff workers.

Only five of the 61 social workers studied have been in social work twenty years or more. Half of the executives and half of the sub-executives have been in social work less than ten years, and more than half of the staff workers have less than five years of experience. When salaries were correlated with length of experience only three workers with less than ten years of experience were found to be getting as much as $2,400-$2,600. All of the three were executives and two of the three were men. Of the seven who were receiving $3,000 to $4,600, six had been in social work 15 years or more. Four of the six were executives and two were sub-executives.

Elementary school teachers in Worcester are required to be normal school graduates and high school teachers are required to be college graduates. The study made by the Worcester Chapter should be valuable in bringing the community to a realization that the equipment and skill of the average staff social worker is at least equal to that of the elementary school teacher and in many cases to that of the high school teacher, but that 100 per cent of the staff social workers in Worcester receive salaries less than $2,000 (and 97 per cent less than $1,800), while 70 per cent of the elementary school teachers receive $2,000 to $3,000 and 84 per cent of the high school teachers receive $2,600 to $3,400.

THE A. A. S. W. CALLS A CONFERENCE

GOVERNMENTAL Objectives for Social Work is the general theme of a Conference which the American Association of Social Workers has called to be held in Washington, February 15, 16, and 17. Pending legislative programs dealing with relief, both state and federal, will form the basis of the Conference program. Attendance at the Conference will be made up of representatives of the chapters, each of which will be entitled to two delegates with additional representatives allowed the larger chapters. In calling the Conference after discussion by the Executive Committee, the subjects for the Conference program were outlined tentatively as follows:

1. To what extent will civil works and public works release the federal government from responsibility for federal relief grants to states—or states from responsibility for grants to local governments? It is likely that proposals will be advanced to discontinue federal relief in view of these other programs.

2. Will the old age pension and mothers' assistance programs of state and local governments break down unless the federal government adopts some kind of equalization fund system by which credit is given on federal grants for local and state expenditures for these categories of relief?

3. Should federal aid be extended to support and standardize public programs of child care? Hospital and medical care?

4. Would it be possible to outline a comprehensive and correlated system of services in the federal government, including (a) unemployment insurance, civil works, and public works to provide benefits from reserves or work for those who are unemployed, but who could work; (b) mothers' assistance and old age pensions, and perhaps relief in other categories which might be established, and (c) relief to meet the remaining and unclassified needs. These various services might include federal grants (perhaps in varying ratios to local or state expenditures), and would also be subject to federal influence on standards, etc.

5. Would social work have any contribution to the development of a public housing program? One recent announcement suggested such housing construction as the largest item in a vast appropriation to be asked from the next Congress. Would the experience and contacts of social work be competent in decisions as to the selection of tenants, management of housing groups, and in dealing with the many social problems involved in a public housing project?

6. Advocacy of expenditures by government requires willingness to consider the sources of governmental income. Do social workers agree sufficiently on general taxation and revenue policies to make complete proposals about relief and other programs?

7. Could social workers frame standards and requirements of personnel for federal, state, and local positions in social work programs? What help could be offered on training of workers selected on an emergency basis?

8. State programs to abolish the poor law system and to substitute modern provisions for

necessary relief and assistance.

Quick response was received from a number of chapters to this proposal for a Conference. A special meeting of the Executive Committee of the Twin City Chapter was called by Pierce Atwater, chairman, and a list of subjects formulated by that committee was forwarded to the national office. Arrangements have been made for discussion of the Conference agenda by the Rochester, Philadelphia, Detroit, and Washington Chapters.

As any material bearing on the Conference subjects becomes available, the national office will send it out to the chapters in order to provide for as much previous discussion of these subjects as possible. The Conference agenda has also been submitted to the Committee on Federal Action with a request that the committee plan to report on its activities to the Conference.

Stanley Davies, President of the Association, gave the following reasons in issuing the call for the Conference:

1. Matters of utmost importance to state and federal social work programs will be coming to a head with the opening weeks of the next Congress. The leadership and initiative in organization of social forces has been taken by the federal government, and practically every social work program in the United States will be vitally concerned and affected by policies developed during the coming months.

Both the particular measures which will be up for inclusion in the recovery program and the more far-reaching programs looking toward the organization and correlation of governmental services on a more permanent basis are issues on which social workers have unusual opportunity to make effective contributions.

2. Formulation of a broad program of this character cannot be done locally, nor can any program by individual social workers carry the weight which the contribution of the profession deserves. To have weight and reality the program must be based on the thinking and professional experience of the membership.

For a national Association of 8,000 members, the A. A. S. W. is singularly handicapped by the lack of opportunities to consult its membership. Its only national meetings are sandwiched into the brief space of less than two hours a year at the National Conference. When time is not pressing, exchange of opinion, after a fashion, may be secured through *The Compass*, correspondence, and others means at hand. On legislative measures, obviously, and when programs are being developed as rapidly as at present, the time element is vital. Furthermore, there has been little national discussion among social workers of the basic principles involved in many of the subjects on the agenda. The proposed Conference, while experimental, would appear to add much to the likelihood that social workers will function effectively as a professional group on matters recognized as of first importance.

A Planning Committee for the Conference consists of Stanley Davies, chairman; Grace Abbott, Margaret Byington, Helen Crosby, Ruth Taylor, Jane Hoey, William Hodson, Philip Klein, Karl deSchweinitz, Linton Swift, and Walter West. The Washington Chapter will be asked to assist with the local arrangements.

RELIEF SUPPLEMENTATION OF INDUSTRIAL WAGES

SOCIAL workers have long been aware of the fact that much of the relief they give is a supplement to low wages. For the most part, there has been no coordinated approach to this problem. Case work agencies have concrete evidence of wage supplementation in individual cases and agencies working for reform and control of industrial policies have general evidence on wage rates. An example of the value of combining this evidence is to be found in a report on the laundry industry issued by the Consumers League of New York, under the title, "The Public Looks at the Laundry Industry." Social agencies supplied case data for the study showing the extent to which laundry workers have to be aided by charity, with the result that low wage rates are seen in terms of the individual who attempts to live on such wages and that social agencies have the benefit of identifying that portion of the relief burden which is the direct result of deplorable working conditions in industry.

This study of the laundry industry was made after the Wald Minimum Wage Bill was enacted in New York State when the Industrial Commissioner announced that the first minimum wage decree would be established in the laundry industry. The Consumers League of New York drew up a report for the Labor Standards Committee intended for the use of the Laundry Minimum Wage Board, and in this connection sixty-two social organizations in different parts of the state cooperated in interviewing laundry workers with whom they were in touch, and in securing information from them as to wage and living conditions. Among these were sixteen day

nurseries, fourteen case work agencies and ten Y. W. C. A.'s.

The social picture was sought as a supplement to facts about wages and hours in an effort to see the worker's job in relation to her life. In addition to important information supplied by social agencies, employers were interviewed and data was secured from the records of the State Department of Workmen's Compensation and from a private insurance carrier as to injuries received by laundry workers. The laundries throughout the state included in the study numbered 179.

Significantly enough, it proved difficult to gather information from any laundry workers except those receiving charity or relief in some form. Recreation agencies had little contact with workers in this industry and those with whom they had contact evidenced exhaustion at the end of the day, or carried responsibilities for dependents which precluded normal social life.

The Consumers League recognized that the preponderance of evidence came from workers with whom wage undercutting prevailed, but felt it inescapably clear that "despite the existence of a certain number of good laundries . . . a large number of laundry workers belong to a submerged group, peculiarly subject to bad working conditions," and that "in regard to all workers," single as well as married women were driven to charity to supplement their earnings. Undercutting competition is serious for employers as well as employees in this industry and need was strongly indicated for the regulation of practices on overtime, pay deductions, etc.

Case data from social agencies describe overtime, subterfuge to evade labor inspectors, progressive decline in wages, unfair wage cuts and deductions, compulsory factors in time required for work in spite of hourly rates, compulsory laundering of personal clothes with charges deducted, irregularity of daily hours, etc.

Almost three-quarters of the laundry workers covered by the study were known to relief agencies. "It is significant that the employers of workers unaided by the community must compete with workers whose pay is subsidized by relief agencies," the report comments.

One woman, with seven years' experience, working 12 to 15 hours a way, two or three days a week, at 20 cents an hour, was receiving public aid to meet her minimum budget of $17 a week. The family consisted of herself, husband, boy of seven and aged father.

A girl of 17, a shaker, receiving 15 cents an hour, was receiving free clinical care and visiting nurse services while the family with five younger children in the home received a weekly food ticket.

Stories of single women whose income for the year for laundry work ranged from $425 to $500, indicate that this less than met personal minimum expenses and provided nothing with which to meet loans made during previous unemployment, and nothing for savings for medical needs. It is obviously important to them that they keep themselves well in order to avoid even a week's absence from work with resultant lowered income.

Weekly earnings of the group of 828 women and minors studied ranged from $2 earned by a finisher to $22 in the pay envelopes of two workers—one a shirt folder, the occupation of the second unknown. According to detailed reports from 279 workers in 153 establishments, the median weekly wage for the entire group is between $11 and $12, which includes a number of occupations.

Purchasing power beyond bare cost of food and shelter was lacking for all workers. The study revealed a picture of reductions of item after item in cases of lowered earnings from either cuts or irregular work. Present rates in this industry apparently bear no relation to value of the work or to skill and aptitude.

Evidence indicated that excess available labor depressed wages and that many employers would welcome the new law with its promise of stability for both management and workers. Wide variation was found in wages paid for similar work under unregulated competition, and the report contains facts and figures for various parts of the work showing this discrepancy. Job analyses or any standardization of operations or terminology describing operations was found to be completely lacking in the industry, which made the interpretation of the material secured extremely difficult.

The report concludes with a statement on the economic effects of low wages, stressing the disastrous results to employers of unfair competition, the subsidy to low wage industries which is paid by the community through taxes or charity, and the inevitable lowering of purchasing power as a result of competitive wage-cutting which endangers all legitimate industrial enterprises.

The study reveals very clearly the interplay of industrial conditions, the value of the social worker's special knowledge and the government's responsibilities. Greater consciousness on the part of social workers of the sources of social problems, wider recognition of the importance of the social worker's knowledge and findings, and more pooling of effort in the interest of social welfare should result from studies of this nature.

DEFINING "APPROVED" TECHNICAL SOCIAL WORK COURSES

WHAT is an "approved" technical social work course" under the Association's new membership requirements? This question has been studied and debated at length ever since the new requirements were first drafted, to determine whether approval should be limited to member schools of the Association of Schools of Professional Social Work, or whether the American Association of Social Workers would have to establish a broader basis of approval in order to meet geographical and other problems.

For the last three years special sub-committees of the National Membership Committee have given their attention to possible standards which might be set up for the approval of professional social work courses not in the membership of the Association of Schools of Professional Social Work. The first committee, of which Frank J. Bruno was chairman, drew up criteria for the approval of such courses based on three essential points: that the courses be given in an institution of accredited academic standing, that they be taken for credit, and that they be taught by members of the American Association of Social Workers.

The second sub-committee, of which Gordon Hamilton is chairman, studied the application of these criteria to courses pending in connection with applications for membership. After analyzing various problems involved, this committee recommended two important modifications in the suggested criteria, both of which were discussed and accepted by the National Membership Committee and the Executive Committee. One was a limitation on the number of credits which would be accepted under the membership requirements for professional courses outside the membership of the Association of Schools of Professional Social Work. The limit suggested was twelve semester hours, which would be sufficient to permit applicants to qualify for junior membership, but which would require them to go to a member school of the Association of Schools of Professional Social Work to secure the remaining credits required for full membership. The second modification was a provision for the acceptance of courses organized under professional auspices in addition to those under academic auspices.

The interpretations which were finally accepted by the National Membership Committee and the Executive Committee are printed below. They are offered with the definite statement that they are tentative for a trial period of one year, during which time the operation of the new requirements under these interpretations will receive intensive study.

STANDARDS FOR APPROVED TECHNICAL SOCIAL WORK COURSES UNDER MEMBERSHIP REQUIREMENTS

Class I. Member Schools of the Association of Schools of Professional Social Work

Technical social work courses and supervised field work taken in a member school of the Association of Schools of Professional Social Work will be accepted without further inquiry, provided candidate has completed minimum requirements for membership (for junior membership 10 semester hours of technical social work courses and 300 clock hours of supervised field work; for full membership 24 semester hours of technical social work courses and 300 hours of supervised field work, not, however, in addition to the 300 hours if already fulfilled for junior membership).

Class II. Curricula in Social Work Not Included in the Association of Schools of Professional Social Work

This class includes academic institutions which offer a fairly complete grouping of social work courses, but which are not at the present time members of the Association of Schools. Credit for technical courses and field work in such curricula is subject to the following restrictions:

1. Courses offered shall have been taken in an institution of accredited academic standing.
2. Courses must have received academic credit.
3. Professional social work courses must have been taught by members of the American Association of Social Workers who have had practice in the particular field of work which they are teaching. Data and techniques from other professional fields may be taught by members of the appropriate professions.
4. Courses shall have been distributed in a reasonable manner between the two following groups of professional courses:
   a. Social Work Courses
   - (1) Field of Social Work
     - (a) History of Social Work
     - (b) Description of the Field
     - (c) Charities and Correction
     - (d) Social Pathology
     - (e) Social Problems
   - (2) Social Case Work
     - (a) Family
     - (b) Child
     - (c) Medical Social
     - (d) Psychiatric
     - (e) Probation and Parole
     - (f) Visiting Teaching

Miss Edna Zimmerman
1016 South Fourth St
Springfield Ill

(g) Transient and Unattached Persons
(h) Handicapped and Aged
(i) Vocational Guidance and Placement

(3) Group Work
(a) Community Center
(b) Neighborhood House
(c) Recreation Projects
(d) The Program Groups
(e) Technique of Group Work

(4) Functional Activities in Institutions

(5) Supervisory and Administrative
(a) Institutional Administration
(b) Public Welfare Administration
(c) Administration of Private Agencies
(d) Financial Methods
(e) Interpretation
(f) Professional Standards and Codes
(g) Methods of Supervision
(h) Community Organization

b. *Data and Techniques from other professions (may be taught by professionals other than members of the American Association of Social Workers).*

(1) Medical Material
Medical data
General
Specialized
Psychiatric data
General
Specialized

(2) Legal data
Law for social workers
Social Case Work and Law

(3) Material from the Social Sciences
Statistics
Research
Legislation
Labor and Industry
Trade Unionism
Social Reform

5. Professional courses and field work may be taken not earlier than the senior year. (May be waived for mature students sometimes referred to as special students).

6. Field work supervisors must be members of the American Association of Social Workers.

7. *Not more than 12 semester hours and 300 clock hours of supervised field work in such curricula may be accredited under the membership requirements of the American Association of Social Workers. The remaining 12 semester hours for full membership* (a total of 24 semester hours in professional social work courses is required for full membership) *must be taken in a member school of the Association of Schools of Professional Social Work.*

CLASS III. PROFESSIONAL COURSES NOT RELATED TO A CURRICULUM

This class includes single courses or a group of two or three courses under either academic or professional auspices.

1. Courses under academic auspices.

Credit for professional courses under academic auspices is subject to the same restrictions as Class II.

Candidates for junior membership may accumulate credits in such courses under more than one set of auspices, provided that not more than 12 semester hours are so accumulated. Candidates for full membership will have to register for the additional 12 semester hours at a member school of the Association of Schools of Professional Social Work.

Courses under academic auspices in chapter territory must be evaluated by the chapter and approved by the National Membership Committee before being accredited under the membership requirements of the American Association of Social Workers.

2. Courses under professional auspices.

This would include courses organized by chapters and other independent social work bodies.

Students in such courses must receive credit from the instructor and courses must be taught by members of the American Association of Social Workers who have had practice in the particular field of work which they are teaching. Not more than 12 semester hours may be accumulated in such courses and usually only a few hours' credit are available in this way. The rule of "reasonable distribution" will be applied.

Courses to be accredited must be approved by the chapter and the National Membership Committee before being accredited under the membership requirements. Points to be considered include whether the course is equivalent in length and content to similar courses given under academic auspices.